



USAID
DEL PUEBLO DE LOS ESTADOS
UNIDOS DE AMÉRICA

PASCA
Programa para fortalecer la
respuesta centroamericana al VIH

**LEADERSHIP, MANAGEMENT
& GOVERNANCE PROJECT**
Inspired Leadership. Sound Management. Transparent Governance.

Ingenio Montelimar Institutionalizes HIV Prevention among Its Workers

“...Education is the most powerful weapon to change the world. HIV/AIDS is a global disease that can be prevented through knowledge.”

Danelia Baltodano,
Montelimar's Manager of Human Resources



HIV Promoter at Ingenio Montelimar. Photographs taken at the prevention workshops with agricultural workers. Photographs courtesy of USAID|PASCA.



Corporación Montelimar, S.A. is the owner of the Montelimar sugar mill, a company whose main business is to produce sugar, molasses, and energy with environmental and social responsibility. This is one of the four sugar mills in Nicaragua. Its sugar-cane growing area spans 7,065 hectares located in the municipalities of the Nicaraguan Pacific coast. It employs approximately 3,200 workers during the sugar harvest and has 2,800 permanent employees.

Corporación Montelimar is committed to corporate social responsibility. Its work is based on the following principles: complying with its obligations deriving from national laws, implementing its activities with transparency, and promoting the participation of internal and external stakeholders. These principles have given way to its executing literacy campaigns for agricultural workers; eradicating child labor; supporting housing-building efforts, and administrating a natural reserve.

As part of this approach, and under the leadership of the Private-Enterprise Superior Council's –COSEP– and with USAID|PASCA LMG technical assistance, in March 2015, Corporación Montelimar adopted its HIV policy aimed at workers and the population in its areas of influence.

Implementation of this policy included the incorporation of HIV issues as part of the initial guidance provided by the Human Resources Management to all the workers at the production plant and the fields, starting with the 2014-2015 sugar harvest. This process involves sharing HIV basic information, promoting testing, learning how to use condoms correctly, and learning about sexual-transmitted diseases and family planning. The aim of the Corporation is that each one of its workers acquires the knowledge that they need to make informed decisions and to prevent HIV, and that they share this knowledge with as many people as possible.

USAID | PASCA, LMG
<http://www.pasca.org>

March, 2015